

Approved For Release 2001/08/15 : CIA-RDP78-04214A000100040002-5

BENEFITS

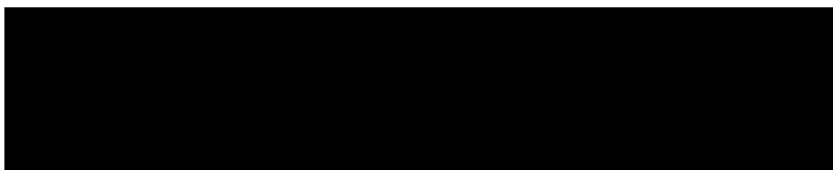
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SUMMARY

CAREER BENEFITS

O/PC, Communications and Covert Training are substantially in agreement that there is room for extension of, and addition to, the "career benefits" that could be made available to staff employees. This is particularly true where conditions of hazardous duty or unhealthful and disagreeable living conditions prevail. It is felt that the establishment of these benefits is overdue. A cautionary note is sounded, however, that while career benefits may intensify incentive, they are, in themselves, alone, neither adequate nor necessarily desirable inducements for the establishment of sound motivations.

Comments on this subject come principally from CIA units (O/PC and Communications) that have had wide experience with overseas personnel. The overt offices do not appear to be concerned. *No*



ILLEGIB

SECRET

Selected Comments from the Several Offices on

CAREER BENEFITS

Office of Policy Coordination

"The "career benefits and security" proposals (Appendix Q) should be developed further and made effective as soon as possible in order to provide a much-needed career "status" for all regular employees of the Agency, particularly those engaged in hazardous duties."

"....is in accord with proposals for providing career benefits and security of tenure provided that such benefits are made applicable equally to all regular employees of the Agency and not to a limited or exclusive group."

"It would provide a program of incentives, as well as protection against arbitrary changes and the "political whim" to which all government agencies are likely to be subjected. It could be the first concrete step in establishing a future career system. It would give our officers and employees a surer sense of being "career" people...."

"However, too much emphasis should not be placed on these welfare features since what is required of our people is a high sense of dedication to a Cause including a willingness -- indeed a strong desire -- to accept hardship, privation and disagreeable living conditions if success of the Cause can be advanced thereby."

Office of Communications

"Properly handled, an esprit de corps can be built up which will increase the effectiveness of the organization and provide a motivation beyond the monetary and security benefits obtainable."

"The several benefits listed in Appendix Q of the proposed career program do not offer a sufficiently strong inducement to obtain and to retain personnel of the caliber necessary...."

"Adequate inducements and benefits are not provided in the proposed program contained in the referenced document."

Career Benefits (Continued)

General Counsel

25X1A9a "At one point it had been believed possible that existing legislation applicable to investigative and law enforcement personnel of various agencies, such as Treasury and FBI, could be interpreted to cover certain classes of employees of CIA during periods of employment under specified conditions.... Subsequently, Mr. Warren Irons, Chief, Retirement Division, Civil Service Commission, has specifically advised the Acting Personnel Director at the time, Mr. [REDACTED] and the undersigned that legislation would be required in order to apply the benefits of the law in question to CIA employees."

"In discussions with the Bureau of the Budget prior to debate on the bill in the Congress, the provision relating to dependents was deleted on the grounds that no precedent existed for any such benefits /to dependents/."

"Generally the monetary benefits available in disability cases are somewhat more liberal under the Federal Employees' Compensation Act /than by Veterans Administration standards/ where it can be established that disability was incurred while in performance of duties."

"In some instances legislation could possibly result in undesirable restrictions being placed on CIA."

Office of Training (Covert)

"....immediately....provision should be made for increases of base salary on an interim basis for aviation, submarine, parachute jump, etc."

Office of Intelligence Coordination

"....the purpose in establishing such a corps is related only incidentally to such things as security benefits...."